

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
27-CA-289001	1/18/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer King Soopers		b. Tel. No. (303) 778-3261
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 65 Tejon Street Denver, CO 80223	e. Employer Representative Stephanie McClanahan	g. e-mail stephanie.mcclanahan@kingsoopers.com
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocery	j. Identify principal product or service Grocery Store	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(5), 8(d) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about January 11, 2022, the Employer engaged in regressive bargaining by providing the Union via e-mail "Last, Best, and Final" Offers for new collective bargaining agreements which contained proposals less favorable to workers than were included in the Employer's previously-tendered offers.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food and Commercial Workers Local 7

4a. Address (Street and number, city, state, and ZIP code) 7760 W. 38th Avenue Suite 400 Wheat Ridge, CO 80033	4b. Tel. No. 303-425-0897
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. 303-424-2416
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

s/ (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 7760 W. 38th Ave, Suite 400, Wheat Ridge, CO 80033

Date Jan 18, 2022

Tel. No.
303-425-0897Office, if any, Cell No.
(b) (6), (b) (7)(C)Fax No.
303-424-2416e-mail
(b) (6), (b) (7)(C)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 27-CA-289008	Date Filed 1/18/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer King Soopers		b. Tel. No. (303) 778-3261
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 65 Tejon Street Denver, CO 80223	e. Employer Representative Stephanie McClanahan	g. e-mail stephanie.mcclanahan@kingsoopers.com
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocery	j. Identify principal product or service Grocery Store	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six months, the Employer has interfered with, restrained, and coerced employees in the exercise of their Section 7 rights by providing them with more than ministerial assistance to withdraw from the Union, coercing, threatening and intimidating employees in an effort to get them to resign from the Union, including by threatening that members who do not resign from the Union would lose their health insurance, and by tracking employee resignations from the Union.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food and Commercial Workers Local 7

4a. Address (Street and number, city, state, and ZIP code) 7760 W. 38th Avenue Suite 400 Wheat Ridge, Colorado 80033	4b. Tel. No. 303-425-0897
	4c. Cell No. (b) (6), (b) (7)(C)
	4d. Fax No. 303-424-2416
	4e. e-mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
United Food and Commercial Workers International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

s/ (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 7760 W. 38th Ave., Suite 400, Wheat Ridge, CO 80033

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303-425-0897Office, if any, Cell No.
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